Gullapalli Pratibha Rao
International Centre for Advancement of Rural Eye Care (GPR ICARE)
Leadership

- Engagement of mentee leadership from beginning
- Commitment and willingness for change process
- Vision that change is better
- Trust in mentor hospital capacity
Initiation of mentoring…

• Trustees acquired 3.5 acre land and learnt about mentoring by LVPEI-visit planned
• MOU signed in 2008
• Design the building (including OR planning) – 35,000 Sq Ft
• Negotiation with vendors
Staff recruitment

- Local staff selection
- Shared HR policies and processes
Staff training

- Training of all cadres before the start of hospital
- Continuing educational programs
- Define roles and responsibilities
- Some cadres cross functional
Staff retention

- Develop performance matrix
- Fair and objective appraisal systems
- Career advancement for different cadres
- Team building
Benefits of competence building

• Increase confidence
• Reduce examination time
• Better care to patient
• Increased capacity of mentees to perform higher volumes
• Efficient service delivery
Patient Care

C.L. GUPTA
EYE INSTITUTE

421239
Outpatients
Paying 81%
Non Paying 19%

45399
Surgeries
Paying 67%
Non-Paying 33%

OUTPATIENTS

342118
421239
79121

SURGERIES

30386
45399
15013
Patient Care
Capacity building

- Training of trainers
- Capacity building for training and research
Benefits of competence building

- Improvement of own training capacity in terms of infrastructure, training materials and faculty development
- Opportunity for own employees to excel as trainers
- Development of curriculums
Eye Care Education

• Started 2010
• Training of 32 fellows (including 6 long term)
• School of Optometry – 63 Diploma and 72 internship
Community Eye Health

- Community programs – 2011
- Vision centres (10) – 2012-2019
- Children Eye Health Initiative – 2014
Eye Banking

• Started 2011
• Training at LVPEI
• Nearly 2000 cornea collected
• Nearly 1400 transplants
Developing Research Capacity

- 3 day training workshop on research methodology
- Till date – 20 publications in peer reviewed journals
Technology

- EMR
- ECHO
- EyeSmart
Thank you!